

Mental Health Prediction in IT Using Machine Learning

Abstract

Mental health challenges like stress and burnout are major concerns in the IT industry. These issues arise from long working hours, high performance pressure, and the demanding nature of technical work.

This study uses machine learning to predict whether IT professionals are likely to seek mental health treatment, based on survey data from the Open Sourcing Mental Illness (OSMI) initiative. We trained ensemble models using factors such as company size, workplace mental health support, and personal history of mental health issues. Our results show that machine learning can effectively identify at-risk individuals, and their findings can be used by IT employers as a way to better support employee wellbeing and mental health.